

**MIDDLE TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES**

**FINANCE AND PERSONNEL COMMITTEE  
MINUTES**

The Finance and Personnel Committee met on Tuesday, August 15, 2023, in the Miller Education Center Meeting Room at Middle Tennessee State University.

**Call to Order**

Committee Chair Pete Delay called the meeting to order at 10:25 a.m. and welcomed everyone in attendance, both in person and virtually.

**Roll Call**

Board Secretary James Floyd called the roll. The following Committee members were in attendance: J.B. Baker, Tom Boyd, Pete DeLay, Bill Jones, Mary Martin, Steve Smith, Chris Karbowski Vanek, Pam Wright, and Molly Mihm. A quorum was declared.

Also present were Sidney A. McPhee, President; Alan Thomas, Vice President for Business and Finance; Joe Bales, Vice President for University Advancement; Mark Byrnes, Provost; Andrew Oppmann, Vice President for Marketing and Communications; Yvette Clark, Vice President for Information Technology and Chief Information Officer; Sarah Sudak, Interim Vice President for Student Affairs and Dean of Students; Diane Snodgrass, Interim Chief Audit Executive; James Floyd, University Counsel and Board Secretary; and Kim Edgar, Assistant to the President and Chief of Staff.

**Approval of Minutes – Action**

The first agenda item was the approval of the minutes from the May 23, 2023, Finance and Personnel Committee meeting. Trustee Jones moved to approve the minutes from the May 23, 2023, meeting.

Trustee Boyd asked for clarification concerning the student-athlete housing addition mentioned in the capital disclosures section of the minutes. Dr. McPhee responded that it was an additional study and support space for the student-athletes and would not impact current construction planning.

Trustee Boyd seconded the motion. A voice vote was taken, and the motion to approve the minutes from the May 23, 2023, Finance and Personnel Committee meeting passed unanimously.

#### **Classified Employee Grievance Annual Report – Information**

Kathy Musselman, Assistant Vice President for Human Resources, presented the Classified Employee Grievance Annual Report as the next agenda item. She informed the Committee that TCA §49-8-117 requires each State University Board to provide an annual report to the education committees of the Senate and the House of Representatives summarizing the number of grievances filed by classified individuals who have been demoted, suspended, or terminated. There were no grievances to report for the fiscal year July 1, 2022 - June 30, 2023.

#### **Philanthropy Update – Information**

The final agenda item was a report presented by Joe Bales, Vice President for University Advancement, on the Middle Tennessee State University Foundation's philanthropic activity. Mr. Bales began the presentation by recognizing Board Chair Smith for forty years of consecutive giving and Chairman Delay as a member of the Old Main Society.

Mr. Bales directed the Committee to the FY 2022-23 fundraising activity reports in the meeting materials. He informed the Committee that last year's top ten gifts represented \$8.8 million of a record-setting \$18.2 million total.

Mr. Bales discussed the value of key individual gifts and how they offset the downward national trend of alumni donors. He noted that research indicates that younger alumni are less engaged

in personal philanthropy than their parents, which is an issue that must be addressed going forward.

Mr. Bales also discussed where the MTSU Foundation ranks relative to its in-state peers and the factors affecting those rankings. He informed the Committee that advancement does not have a national accrediting agency, so it is important to understand that reporting standards may not be the same for all institutions when making comparisons with schools in neighboring states.

The presentation ended with a discussion of the various challenges affecting alumni giving and the need to make support for state matching fund programs a priority in the upcoming legislative session.

#### **Closing Remarks and Adjournment**

Committee Chair DeLay adjourned the meeting at 10:46 a.m.

Respectfully submitted,

Finance and Personnel Committee